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APPENDIX.

I.

SYSTEM OF APPRENTICESHIP

ADOPTED BY THE MASON BUILDERS' ASSOCIATION AND THE
BRICKLAYERS' UNIONS OF BOSTON AND VICINITY.

TIME OF BEGINNING AND TERM OF APPRENTICESHIP.

To prevent the taking of apprentices at an immature age, when they may be considered, on the average, as physically unfit for such laborious work, and not sufficiently educated to warrant leaving school, and to discourage the beginning of apprenticeship at a time when the individual may be considered, on the average, as having passed that period when the faculties of mind and body are in that condition which is most receptive of instruction, and most readily adaptive to the requirements of a trade, the following time and terms are fixed :—

No individual shall be taken as an apprentice who cannot read and write the English language.

No individual shall be taken as an apprentice until he is sixteen years of age.

No individual shall be taken as an apprentice after he is twenty-one years of age.

An apprentice taken under eighteen years of age shall serve until he is twenty-one years of age.

An apprentice taken at eighteen years or over shall serve three years.

AGREEMENT OF APPRENTICE.

No individual shall be taken as an apprentice unless he shall agree to serve the time fixed by these rules and abide by other conditions and requirements herein set forth.

AGREEMENT OF EMPLOYERS.

No member of the MASON BUILDERS' ASSOCIATION shall take an individual as an apprentice unless he will agree to keep him *under legitimate instruction as such, for the full term comprehended in these*

rules, and will otherwise comply with the conditions and requirements herein set forth.

REGISTERING APPRENTICES.

When any member of the MASON BUILDERS' ASSOCIATION is about to take an individual as an apprentice, he shall immediately notify the Secretary of the Association to that effect, giving name, age and term for which he is taken.

The Secretary of said Association shall then immediately notify the Clerk of the Joint Committee, and also the Secretary of the BRICKLAYERS' UNIONS, and a record shall be kept by both Associations and by the Joint Committee, so that a complete registry of all apprentices shall be available.

A card shall be issued to each apprentice by the Joint Committee, which he shall hold during his term as evidence that he is properly registered as an apprentice.

All members of the MASON BUILDERS' ASSOCIATION shall file, as soon as practicable after the adoption of these rules, a list of the apprentices in their employ, giving name, length of term for which they are taken, and date of expiration of term.

SUPERVISION BY JOINT COMMITTEE.

The Joint Committee of the two bodies hereto shall have general supervision of all matters pertaining to the apprenticeship system under the rules herein defined and established, and shall have authority to settle all questions in relation to the same, and give judgment in any appeals that may be made to it by either employers or apprentices. It shall have authority to terminate or cancel the apprenticeship of any individual for cause.

It shall have authority to place an apprentice for an unexpired term with a new employer should his original employer die, or from any other cause fail to give him opportunity to complete his term with him.

It shall have authority to prepare blank graduation papers for apprentices, and to approve and sign the same, when the employer has certified thereon that the apprentice has satisfactorily completed his term.

RIGHTS OF EMPLOYER.

An employer shall have the right to appeal to the Joint Committee to terminate or cancel an apprenticeship, when there are evidences of

incapacity on the part of the individual under instruction, or when he shall be insubordinate or be addicted to idle or dissolute habits, or in any other way fail to carry out his agreement with his employer.

RIGHTS OF APPRENTICES.

An apprentice shall have the right to appeal to the Joint Committee should his employer fail to keep him under legitimate instruction, or to keep his agreement with him in any other respect.

He shall have the right also to appeal to the Joint Committee and secure through them opportunity to complete his apprenticeship, should his original employer die, or from any other cause fail to give him opportunity to complete the same.

PAY OF APPRENTICES.

Apprentices shall be paid at the rate of eleven cents per hour during the first year, twelve cents per hour during the second year, thirteen cents per hour during the third year, and fifteen cents per hour for any additional years they may be obliged to serve under these rules. These sums to be paid weekly.

Deduction may be made from the above-mentioned pay for absence from work without sufficient cause, or the apprentice may be required to work beyond the stipulated term to the extent of double the time of absence, at the choice of his employer.

No deduction from the pay of an apprentice, however, shall be made, provided he report for duty at proper times, but is unable to work because of weather, or failure of his employer to provide work.

In addition to the pay above stipulated, each apprentice shall have an allowance of fifty dollars (\$50) the first year, and seventy-five dollars (\$75) for every additional year, payable in quarterly instalments.

Each apprentice shall be entitled to one week's vacation each year, without loss of pay, or two weeks' with one week's loss of pay, but shall not be allowed more than two weeks' vacation each year.

GRADUATION OF APPRENTICES.

When an apprentice shall have completed his term, his employer shall certify the same upon blanks provided for the purpose by the Joint Committee, and transmit the same through the Secretary of his Association to the Joint Committee. The Joint Committee shall then consider the same, and upon approval, its Clerk shall attach the official seal and signature of the committee, notifying both Associations of

this action, that the record of the apprentice may be complete upon books of record, which must be kept by the Secretaries of each body.

The certificates thus signed and approved shall be accepted as evidence that the apprentice has properly graduated and is entitled to recognition as a journeyman, and he shall not be eligible to membership in the BRICKLAYERS' UNIONS until he has such certificate.

DEPARTMENT OF INSTRUCTION.

Recognizing the fact that special instruction in the fundamental features of the bricklaying trade (which instruction shall comprehend education of both mind and hand, so that the individual shall gain a proper knowledge of quantity and strength of materials, and of the science of construction) is of as much importance as special instruction in other trades or professions, and, realizing that the chances of an apprentice to get as much instruction as he is entitled to, while at work on buildings, is necessarily limited, the parties to these rules agree that they will join in an effort to establish an institution in this city, where all the trades shall be systematically taught; that when such school is established, they will unite in the oversight and care of the same and will modify these rules so that a reasonable deduction shall be made from the term of an apprentice by virtue of the advantage gained through instruction in said school.

II.

AGREEMENT CONCERNING APPRENTICES,

ADOPTED JANUARY, 1894, BY THE JOINT COMMITTEE OF ARBITRATION OF THE CHICAGO MASONS' AND BUILDERS' ASSOCIATION AND THE UNITED ORDER OF AMERICAN BRICKLAYERS AND STONE-MASONS.

SECTION 1. Until further action by the Joint Committee of Arbitration all members of the Chicago Masons' and Builders' Association shall be allowed a new apprentice each year, and the term of apprenticeship shall be three years. No employer shall at any time have in his employ more than three apprentices, whether they are indentured to him or to some other contractor.

SEC. 2. Apprentices, when taken, shall not be over eighteen years of age.

SEC. 3. Apprentices shall be allowed to join any organization of their craft, but to be subject to the indentures of apprenticeship adopted by the Chicago Masons' and Builders' Association, and by the United Order of American Bricklayers and Stone-masons.

SEC. 4. Hereafter, in any dispute arising between an apprentice and his employer, the question in dispute shall be put in writing and submitted to the presidents of the respective organizations, and, upon their failure to agree, it shall then be submitted to the Joint Arbitration Committee, and after they hear the evidence of both sides, the decision of the committee shall be final.

SEC. 5. Apprentice indentures shall be furnished in blank to the secretary of the Chicago Masons' and Builders' Association, and any notary shall be competent to fill out and acknowledge the same with the proper notarial seal.

SEC. 6. The wages of apprentices shall be not less than \$250 for the first year, \$400 for the second year, and \$550 for the third year.

SEC. 7. Whenever a would-be apprentice presents himself to learn the trade, the contractor will be allowed the said apprentice two weeks on trial, provided the applicant holds a permit from the Apprentice Committee of the United Order of American Bricklayers and Stone-masons, and if he is not satisfactory to the contractor, that he be not compelled to enter into indentures with the applicant, but that he shall pay him the \$5 per week for the two weeks. No boy shall be allowed a trial with more than two contractors.